Enlisted Retention Task Force Conference VIII

Manpower and Reserve Affairs Department
Headquarters, U.S. Marine Corps
Quantico, VA

ERTF Conference VIII

Agenda

- FY01 FTAP Status.
- Career Planner Conference Schedule Preview.
- Career Retention Specialist Board Results/Implementation Plan.
- Subsequent Term Alignment Plan Update.
- Discuss Open Issues from 07 June 2001 Conference.

FY01 FTAP Status Update

MMEA-6

FTAP Status/Comparison

As of 010717

	FY00	FY01
• Goal	5787 (100%)	6074 (100%
• Auth/Pend	87 (1.5%)	40 (0.6%
• **Executed (99.1%)**	**5475 (94.6%)**	**602**

FY01 FTAP Command Missioning

	FY01 Goal	Executed
LANT	2223	2052
PAC	3180	2921
MCCDC	258	240
T&E	217	236
MATCOM	40	39
RES	118	133
MCRC	13	15

FY 01 FTAP

LATMOVES

As of 010717

FY01

- **Authorized: 15**
- **Executed: 885**
- **Total: 900**

Career Planner Conference Schedule Preview

2001 Career Planner Conference

- 24-26 July 2001 at Liversedge Hall, Quantico, VA.
- Daily Highlights:

24 July:

- Address from the Deputy Commandant for Manpower

  and Reserve Affairs and the Sergeant Major of the

  Marine Corps.
- Career Retention Specialist Course Review.
- Career Counselor Brief.
- 8421 Structure Brief and Working Groups.

2001 Career Planner Conference (continued)

25 July:

- 8421 Advance Course Development and Working Groups.
- STAP Brief
- FY01 FTAP Review/FY02 FTAP Execution
- Retention Assist Visit/Inspector General Requirements Review.
- FTAP/Lateral Move RELM Processing Procedure Review.

2001 Career Planner Conference (Continued)

26 July:

- ERTF Review
- ECFC Brief
- Career Reenlistment Incentives Working Groups.
- Format Standardization Brief and Working Groups.

Career Retention Specialist Board

Career Retention Specialist Selection Board Results

- Maradmin 237/01 announced creation of PMOS 8421, Career Retention Specialist.
- The Career Retention Specialist Selection Board convened 19-23 June 2001 in Quantico.
- Board presided over by Head, MMEA.
- Breakout:
  - 303 packages briefed.
  - Based on TIG and YOS constraints, 161 Marines were selected for 325 slots.
  - 124 males and 37 females selected.

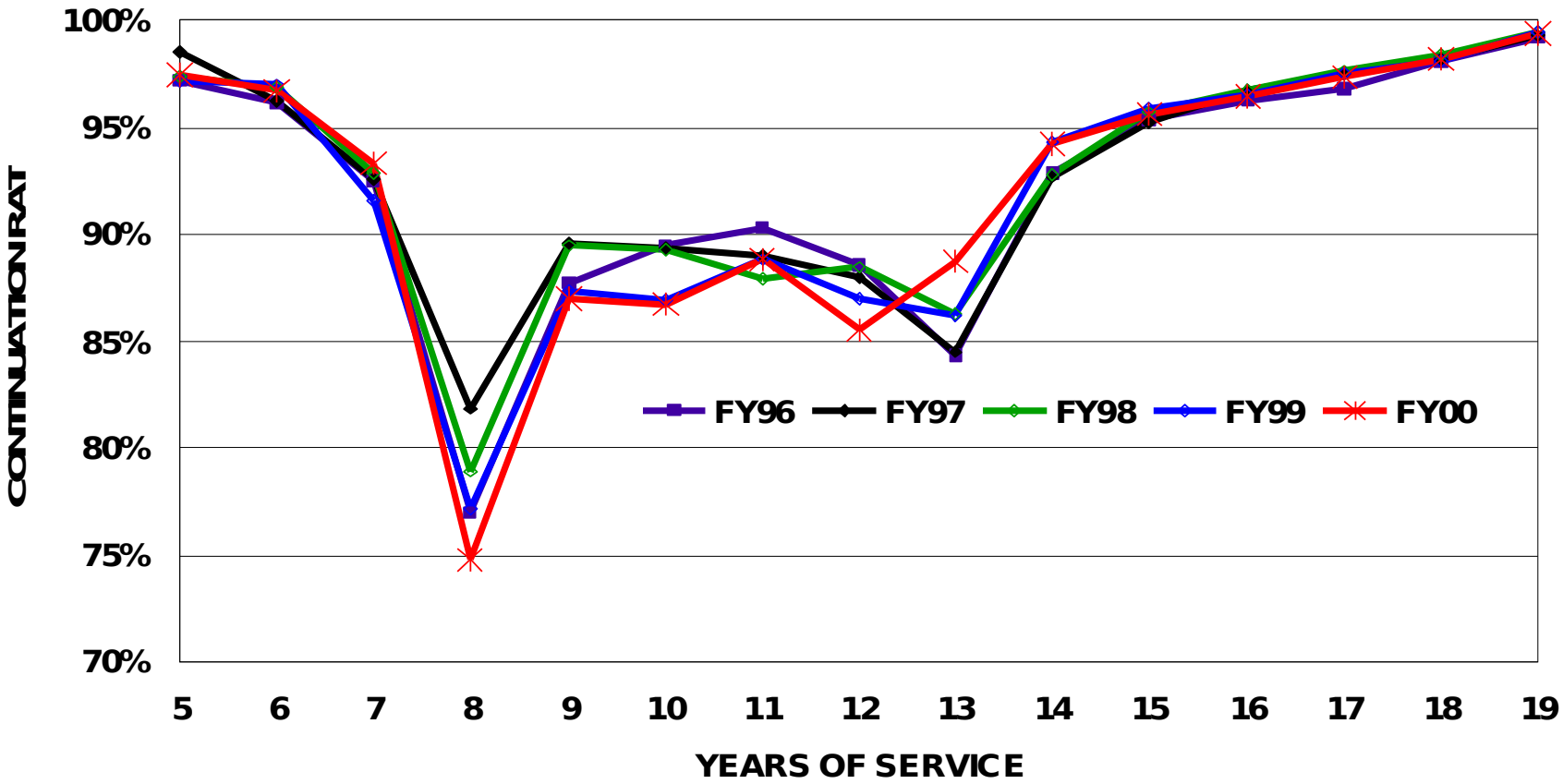
Career Retention Specialist Implementation Plan

- Initial selectees will assume PMOS 8421 on 1 October 2001, based on coordination with parent unit.
- School seats available 5 times a year. Selectees will OJT at unit until assigned to school.
- Transition to an all-8421 PMOS force will take place approximately 3 years.
- Board results released via Maradmin.

Subsequent Term Alignment Plan (STAP) Status

MPP

Continuation Rates by YOS
Fiscal Years 1996-2000



**** Declining intermediate career continuation rates (8-12 YOS) are primary reasons for increasing FTAP requirements, * Intermediate retention deserves equal or more attention as FTAP***

•Subsequent Term Alignment Plan

- Designed to aid Career Retention.
- Working to fine tune and receive execution approval.
- Issues:

  - Mission to Commanders

  - SRB money increases and zone allocation.

  - Tracking Methodology

FY01 Selective Early Release Program

MPP

FY01 Selective Early Release Program

- What: Early out for enlisted Marines
- Who: 400 Marines w/EAS from 01Oct 01- 08 Jan 02
- When: Separate on 21 Sept 01
- Where: CONUS Locations
- Why: Manage Success of Non-EAS Attrition Efforts

FY01 Selective Early Release Program

- Actions for Marine:

  - Submit AA Form; Normal discharge process

- Command:

  - Endorse AA Form; Supervise discharge actions

- HQMC: (MMEA)

  - Approve request; Adjust EAS; Communicate Approvals

- Disclaimers:
  - Pending CMC Approval
  - Request does not equal approval

Pending Items from 7 June ERTF Conference

Issues for Discussion:

- Bonus Points for First Term Re-enlistment.
- Re-enlistment Incentives for Career Marines.

Enlisted Retention Task Force Conclusion

LtCol Wagner

Task Force Chairman